

In this issue:

- Changes to Nepotism Law become effective July 1, 2012

Changes to Nepotism Law Coming July 1, 2012

Significant changes to the law governing nepotism for the executive branch of state government will take effect on July 1, 2012. Highlights are listed below.

Existing Job Assignments (Grandfather Clause)

- Job assignments that exist on July 1, 2012 are permitted to continue so long as those assignments are in compliance with the old law.
- Any changes to grandfathered job assignments are subject to the new law.

Hiring

- Individuals are prohibited from hiring a relative.
- Individuals are prohibited from contracting with or supervising the work of a business entity of which a relative is a partner, executive officer, or sole proprietor.
- "Relative" means a spouse; parent or stepparent; child or stepchild; brother, sister, stepbrother, or stepsister; niece or nephew; aunt or uncle; and daughter-in-law or son-in-law.
- An adopted child of an individual is treated as a natural child of the individual.
- "Brother" and "sister" include a brother or sister by half blood.

Relationships

- A relative of the appointing authority is prohibited from working for the agency
- This prohibition does not apply if the individual has been employed in the same agency for at least twelve consecutive months immediately preceding the date the individual's relative becomes the appointing authority.
- "Appointing authority" means an elected officer, the chief administrative officer or individual(s) who have been delegated the authority to hire.

Supervision

- Relatives may not be placed in a direct line of supervision.
- "Direct line of supervision" means the chain of command in which the superior affects, or has the authority to affect, the terms and conditions of the subordinate's employment, including making decisions about work assignments, compensation, grievances, advancements, or performance evaluations.

You may access the [House Enrolled Act](#) to view the full text of the law. Agencies may have policies containing greater restrictions than the general law. Please [request informal advice](#) from the Office of Inspector General or submit a request for formal advice from the State Ethics Commission if you have any questions about the application of IC 4-2-6-16, the new law governing nepotism, or any other rule in the Code of Ethics.

For More Information

The Ethics Code

www.in.gov/ig/codecomplete

Seeking Advice

www.in.gov/ig/advice

Filing A Complaint

www.in.gov/ig/hotline

Upcoming Meetings

June 14, 10:00AM
July 12, 10:00AM
August 9, 10:00AM

Legislative Ethics Questions

Senate Ethics Committee:
317.232.9808

House Statutory Committee on Ethics: 800.382.9842

Judiciary Ethics Questions

Disciplinary Commission:
317.232.1807